

It's Elementary

DECEMBER 2017

ETFO Hastings-Prince Edward Teacher Local

Supports and Promotes the Professional and Personal Development and the well-being of its Members.
It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.



Proposed OCT fee increase – Letter



Elementary Teachers' Federation of Ontario
Fédération des enseignants et des enseignantes de l'élémentaire de l'Ontario
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December 5, 2017

Angela de Palma
Chair
Ontario College of Teachers
101 Bloor Street West
Toronto, ON M5S 0A1

Dear Angela de Palma:

I am writing to advise that the Executive of the Elementary Teachers' Federation of Ontario passed a unanimous motion today in opposition to the proposed 20 per cent increase to the Ontario College of Teachers membership fee. The ETFO motion also calls on members of the OCT Governing Council to vote against the fee increase when it is presented at the Council's December 7-8, 2017 meeting.

The College implemented a nine per cent fee increase in 2014, an increase that was well above the inflation rate and represented a flagrant insensitivity to members who were experiencing salary freezes or, in the case of many occasional teachers, precarious work. The proposed fee increase coming before the Council this week is unprecedented, unwarranted and unconscionable.

The College is imposing an unacceptable fee increase on its members to pay for mortgage on a property that is located in one of the most expensive real estate markets in the country. College expenditures are also expanding due to a regrettable and misplaced expansion of activities that take the College beyond its mandate. College members should not be footing the bill for expensive public relations campaigns, professional learning or the sponsorship of displays at events disconnected from the College's role of governing the profession.

The successive fee increases are driven by a regulatory body that is engaged in empire-building at the expense of its members. Members have virtually no say in the fee increase; the process is lacking in accountability and transparency.

The ETFO Executive urges Council members to vote against the proposed 20 per cent fee increase and to look to decreasing expenses through withdrawing from expensive undertakings that take the College beyond its mandate.

Sincerely,

Sam Hammond,
President

SH:VM:VO

Copy: Members of the Ontario College of Teachers Governing Council
The Honourable Mitzie Hunter



Affiliated with the
Elementary Teachers' Federation of Ontario



Facebook: Etfo Hastings Prince Edward
Twitter: HP ETFO @ ETFOHPE

<http://www.etfo.ca/SupportingMembers/ETFOTakesAction/Pages/Letter%20protesting%20the%20proposed%2020%20per%20cent%20increase%20to%20the%20OCT%20member%20fee.aspx>

PRESIDENT'S MESSAGE:



Charter Challenge Remedy

In June 2017, members were advised that ETFO's Provincial Executive decided to end discussions with the Ontario government and, instead, make the case for a fair Bill 115 remedy at the *Ontario Superior Court of Justice*.

Although OSSTF members approved a remedy package, the ETFO Provincial

Executive decided that the government's offer was mere "pennies on the dollar" when you consider the unpaid days we were forced to take, and the stripping of sick leave banks and retirement gratuities.

In July 2017, Justice Thomas Lederer of the *Ontario Superior Court of Justice* proposed that ETFO and the Ontario government consider using the services of a mediator to determine if an appropriate remedy can be achieved without the intervention of the Court at this point in time.

ETFO and the Ontario government have agreed to appoint Kevin Burkett as mediator. Mediation dates have been scheduled for December 9 and 10, 2017. We will continue to keep members informed of any new developments regarding the Bill 115 remedy.

District Reviews

District Reviews under the School Effectiveness Framework involve the following schools during 2017-18: Harmony, Athol-South Marysburgh, Harry J. Clarke, Centennial, North Trenton, Madoc, Coe Hill and Maynooth. I attended the first one at Harmony on November 30th, and ETFO will attempt to have a representative on the DR teams wherever possible.

District Reviews are meant to be a snap shot of how the school operates on a daily basis. It should be a normal day at school, not an attempt to put on a show. Teachers should also feel free to discuss other issues beyond the 3 or 4 School Effectiveness indicators in their de-briefing sessions following the classroom visits. Letting the observers know about the challenges in your classroom (behaviour, lack of resources, lack of EA support, violent incidents, school climate) can be far more useful and illuminating than discussing learning goals and success criteria. Feel free to use your professional judgement to discuss issues relevant to your classroom or school.

Staffing Timelines

The timelines for the Elementary Staffing Process for the 2018-19 school year have been finalized and have been sent out to school administration and stewards. They can also be found on the Local website. You may recall that the ARC process interfered in last year's timelines and resulted in several grievances. A resolution to one of the grievances has allowed for all mid-year vacancies (those arising from September Enrollment increase, mid-year retirements, etc.) to be filled through a consultative process by the *Joint Staffing Committee* in much the same way as decisions are made in the spring rather than having principal-teacher interviews, preparing resumes, portfolios, etc. The process has worked well, and the JSC has decided that this will be made permanent for September Enrollment vacancies through a Letter of Agreement between the Board and ETFO. We have also agreed to revisit the issue of whether to make the same process for mid-year retirements permanent during a review in the spring of 2018.

Dave Henderson
ETFO-HP President

Results of OTF poll re the College of Teachers' proposed fee increase

OTF asked your opinion of the College of Teachers' proposed fee increase and here's how you responded:

Total responses: 11,736

Yes to a fee increase: 162

No to a fee increase: 11,574

On Thursday, December 7, Chris Cowley, OTF President, will present OTF's and teachers' concerns to the OCT Governing Council. Watch for an email of the presentation late on Thursday and the results of the Council's vote on a fee increase as soon as it is available.

If you wish to make your view known to the College directly, email info@oct.ca.



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* has been busy planning for the *Finding a Balance Women's Retreat* that will be held in April, 2018. The committee is also hoping to plan a Self-defence workshop for women. Look for more details coming in the new year. If you are interested in joining the committee, or have suggestions or ideas to support women in our community, please contact Angela Silver at statuschair.etfohp@gmail.com.

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* hosted a very successful *Mindfulness For Educators* workshop on October 26. Educators were able to learn strategies for incorporating mindfulness into their personal and professional lives. Members also learned how to make gemstone malas. On December 5 the *Professional Learning Committee* hosted a *Festive Art* workshop with artist Marg McIntyre. Please watch your non-board email for further information about local learning opportunities.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* meets once a month. Upcoming events will include a poverty workshop, safe space social and pride events.

Chair: Ian McKendry, Tweed



NEW MEMBER COMMITTEE

I want to thank all the new teachers that came to Federation House for the *New Teachers Welcome Program*. If you have any further questions please don't hesitate to ask. Below is the link to the ETFO provincial website to create an account for members.
<http://www.etfo.ca/Pages/login.aspx>

Also, there is another link for a video for "ETFO Action Violence in School".
ETFO Video: https://www.youtube.com/watch?v=IHQnOajxi_Y&feature=youtu.be

Watch for upcoming professional learning opportunities offered in our local. Remember Christmas is just around the corner!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

The *Political Action Committee* continues to focus on bringing education issues to the public's attention in the run up to the election. On December 6, teachers from across the board came together to examine ETFO's *Building Better Schools* document in order to develop the Hastings Prince Edward Local's strategy for the upcoming election. If you are interested in joining the PAC, please contact Danielle Saunders at pac.etfohp@gmail.com.

Chair: Danielle Saunders, Queen Elizabeth, Belleville



SOCIAL AND WELLNESS COMMITTEE

The *Social and Show* on Saturday, December 2nd was a great success. Thirty members enjoyed an evening social at Federation House before heading to the *Pinnacle Playhouse* where they enjoyed the comedy "Noises Off," directed by our own Dave Henderson. The Committee is planning several events in the coming months, such as a *Voice Care* workshop, an afternoon Belleville Sens game, *Wellness Day*, and more! Stay tuned!

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

With the winter weather upon us your *Health and Safety Committee* would like to remind you that it is important to report any slippery conditions to your supervisor immediately. We would also like to remind members of the importance of proper footwear while on duty and to use the ice grips that have been provided by the board if the conditions warrant.

If you have not yet had a chance please visit the ETFO provincial Health and Safety website and watch the videos as part of the violence awareness campaign that ETFO currently has going on.

Chair: Jason Surgent, Maynooth



ARTS COMMITTEE

The new *Arts Committee* has been formed. Gavin Foster (Harry J Clarke) has been appointed as the chair of this new committee. The committee met on November 27 to set the terms of reference for the committee and to establish its goals. If you are interested in joining the *Arts Committee* or having your name added to our mailing list, please RSVP to arts.etfohp@gmail.com.

Chair: Gavin Foster, Harry J Clarke



ORANGE SHIRT DAY *PHYLLIS' STORY: the original orange shirt*

<http://www.orangeshirtday.org/phyllis-story.html>



○ The staff at Foxboro show their support on *Orange Shirt Day*.



○ Dave Henderson, Sarah MacKay, and Pierre Martin show their support for *Orange Shirt Day* at the Local ETFO office.

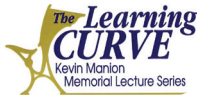
Sponsorship of School Projects and Initiatives

At OTIP we recognize that not all worthy causes are linked to registered charities. Within the education community, there are many member-led school projects or initiatives that support learning, provide an enriched experience or help those in need. OTIP Sponsorship of School Projects and Initiatives is an opportunity for our members to submit a video application to win \$5,000 toward their project.

We received an overwhelming response to this program last year, and the 2017/2018 program will be even better. This year, we are very excited to announce that there will be eight prizes of \$5,000 available to be won.

Click the link to learn more and see who can apply: <https://www.otip.com/school-initiatives>





OSSTF District 29 Presents the **2018 KEVIN MANION MEMORIAL LECTURE**

IMMIGRATION, REFUGEES & HUMAN RIGHTS



Understanding the changing landscape of Canada
A discussion placed in Canadian context with
Immigration Lawyer: **Chantal Desloges**
Visit Chantal's Bio at: www.chantaldesloges.ca

MAY 8TH, 2018

SAVE THE DATE

(MORE INFORMATION TO FOLLOW)



Beyond the Walls: Uncovering the Curriculum Using Outdoor Spaces



Terri Kirkey (presenter) from *Beyond the Walls* that was held in August at Stirling.

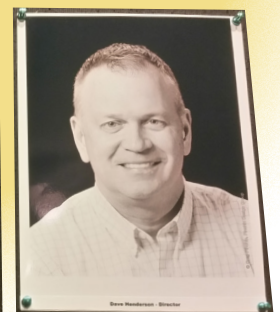
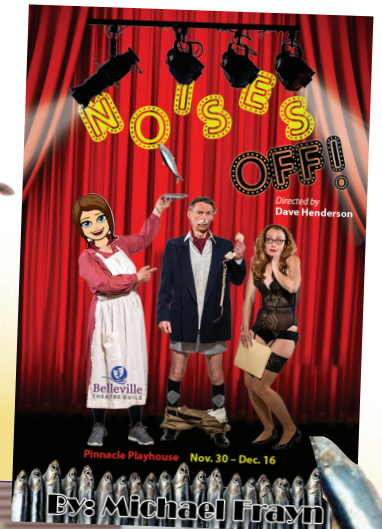


Saturday, December 2nd

Social & Show

brought to you by the ETFO HP Social Committee

Hastings Prince Edward ETFO members enjoying an evening together at Federation House before taking in the hilarious play *Noises Off* at the *Belleville Theatre Guild*. This play is directed by our Local President Dave Henderson and produced by former ETFOHP teacher, Heather Muir.



The “Winter Blues” may be Seasonal Affective Disorder (SAD)

Ever wondered why you dread the dark winter months? It could be more than the snow and cold! Many people living in Northern climates struggle with seasonal affective disorder (SAD), a form of depression that cycles with the seasons. Most people with SAD find that symptoms peak in mid-winter^[1], when exposure to natural daylight ebbs to an annual low when days are shorter and we are inclined to avoid the outdoors. Symptoms often start through the fall, peak in January /February, and then decrease again in the spring as the days get longer. If you are aware that your mood changes with the seasons (or know someone who does), read on!

What causes SAD? No one knows for certain. It does seem to be associated with disruptions in biological rhythms – those 24-hour cycles that are driven by exposure to light and dark and that govern many important aspects of body function. The amount of natural light that we experience also influences levels of serotonin and melatonin, two brain chemicals that influence mood and sleep.

How do you know if you have SAD? Because SAD is a form of depression, the symptoms are similar and include the following:



- Feeling low, sad, or unusually irritable
- Feeling hopeless or worthless
- Experiencing low energy, fatigue, or ‘heaviness’
- Losing interest in usually enjoyable activities
- Difficulty getting along with, or avoiding, people
- Problems with sleeping
- Changes in appetite or weight
- Feeling sluggish or agitated
- Having difficulty concentrating
- Having frequent thoughts of death or suicide

While we all have days when we feel low, or even a few days if something upsetting is going on, if you are experiencing several of the symptoms listed above for days at a time, it is a good idea to talk with your doctor about it. It may indicate SAD. Early treatment can be effective in preventing a more severe depression from developing.

Managing SAD

There are a few things that can make a big difference to your mood in the winter. The most important thing is to get more exposure to natural light. Get outside for at least an hour every day – ideally, doing something active. Regular physical activity is also very helpful as it has a positive effect on serotonin levels. Maintaining a very regular sleep schedule, going to bed at the same time and getting up at the same time every day of the week, can prevent sleep problems. A sound diet is also important. If your symptoms are more severe, there are other treatments too, including natural light lamps, counselling, and medication which can help a lot.

Don’t delay talking to your doctor if you are concerned about your mood. Simple lifestyle changes can improve things and, if necessary, other treatments are also very effective.

[1] This is true for the majority of people, though a few experience low mood in the Spring or Summer.

Written by: Deborah McLeod, R.N., Ph.D. Clinician Scientist

WellnessDay

Swimming, Skating, and Open Gym



SATURDAY

28

| 04

2018





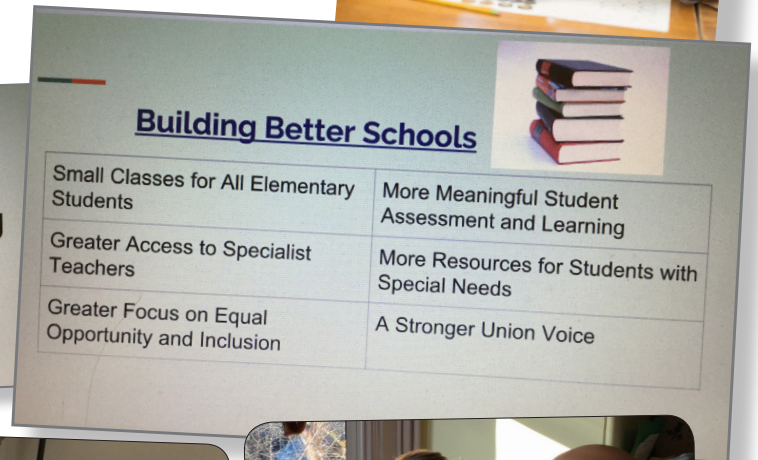
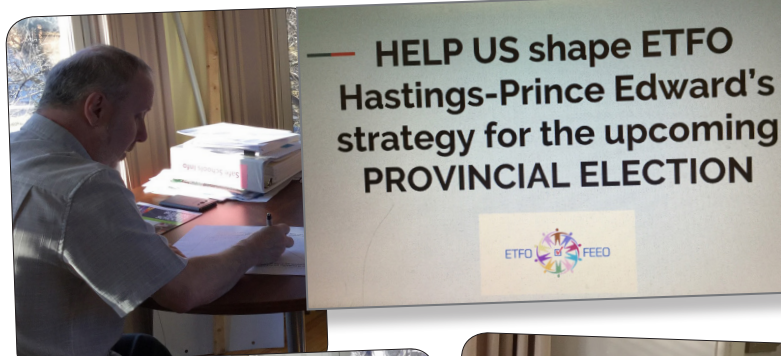
SAVE THE DATE • MORE DETAILS TO FOLLOW

BUILDING BETTER SCHOOLS

BUILDING
BETTER SCHOOLS

The Benefits Of Smaller Classes

In 2011 ETFO released an education platform entitled Building Better Schools. The Benefits of Smaller Class Sizes is one of the six pillars outlined in this platform. Smaller class sizes would align full-day kindergarten programs and grades 4 to 8 with other primary grade class size caps. The benefits of smaller class sizes include enhanced activity-based learning, positive social interaction among students and more individual attention from teachers. Building Better Schools also introduces the weighting factor that reduces class size in accordance with the number of students with identified special needs that are integrated into the regular classrooms. With a spring election on the horizon the Building Better Schools Platform will be at the forefront of ETFO's ongoing mission to improve the quality of programs and enhance inclusiveness and equity in our elementary schools.



DEFERRED SALARY LEAVE PLAN (X OVER Y)

PLANNING AHEAD

Article L33 – Deferred Salary Leave Plan (X over Y) is a leave plan that provides Teachers with the opportunity to take a Leave of Absence for a specified period of time to finance the leave by means of salary deferral. Before ETFO took over our own benefits with the ETFO Employee Life & Health Trust, the Board would continue to pay its share of premium costs for benefits which the teacher elected to maintain. As of June 1, 2017, this is no longer the case. If a teacher was approved for a Deferred Salary Leave AFTER June 1, 2017, **the teacher will be responsible for paying for their own benefits which is approximately \$5100 for a full year.** If a teacher was already approved for a Deferred Salary Leave prior to June 1, 2017, they will have their benefits paid for them. If this applies to you, please check your pay stub through MyEmpath to ensure that you are not being charged your benefits.

Important Information for Members on a Pregnancy and/or Parental Leave

This fall when the lump sum payment was paid out it was also paid out to members on a statutory pregnancy or parental leave. Service Canada is now informing these members that their EI benefit will be clawed back for the week they received the lump sum. The lump sum payment was a reimbursement for professional development costs and should not be considered earnings for EI purposes.

ETFO is advising members in this predicament to seek "reconsideration" of the Service Canada decision. Members have thirty days to pursue a reconsideration. The timeframe begins from the date the member was in receipt of the Service Canada letter or from the date the member was verbally notified of the claw back. If you hear from Service Canada regarding this issue, please contact the Local office so that we can provide you with a template to assist you in seeking reconsideration.

Congratulations To:

- **Danielle Miller** (Frankford) and her husband **Lee** on the birth of their son **Darcy** on December 2, 2017.
- **Ashley Elliott** (VP Carswell) and her husband, **Jordan**, on the birth of their daughter **Amelia Ashley Elliott** (7.6 pounds)

Our Sincere Condolences To:

- **Katie Lunn** (Athol-South Marysburgh) on the passing of her grandfather in October.

Mindfulness For Educators Workshop — October 26th

ETFO members engaging in the Everyday Mindfulness for Educators workshop facilitated by Alicia Preston. Members learned techniques to help bring mindfulness into their daily practice and made beaded malas.

WHERE IS SMALL SARAH?



Find the small version of this graphic hidden within this newsletter and forward its location to smackay@etfohp.on.ca by December 20, 2017. Names will then be drawn for a \$25 gift certificate.

The winner of "Where is Petit Pierre?"
Was **Karen Haveman** from
North Trenton PS.

Karen won a \$25 gift certificate for Chapters.



Watch for more interesting workshops that you can attend in the new year!



ETFO Hastings-Prince Edward Teacher Local

www.etfohp.on.ca

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Visit our Website for the most
Up-to-Date Calendar of Events
<http://www.etfohp.on.ca/resources/calendar/>

